



**PUBLIC EMPLOYMENT RELATIONS COMMISSION**  
112 Henry Street NE, Suite 300, PO Box 40919, Olympia, WA 98504-0919 (360) 570-7300

**DISPUTE RESOLUTION PANEL  
MEMBER INFORMATION**

Name: Anthony D. (Tony) Vivenzio

Current profession: Attorney, Judge Pro Tem emphasizing arbitration and mediation

Mailing address: P.O. Box 208 (540 Guard Street, Suite 220)

City/State: Friday Harbor, Washington Zip: 98250

Business Phone: (360) 378-6860 Information current as of: 2/2015

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**EXPERIENCE AS AN IMPARTIAL IN LABOR DISPUTES:** Number of cases handled:

As grievance arbitrator: 21

As interest arbitrator: 1

As mediator: 0

As factfinder: 0

Employment with impartial labor relations administrative agencies: None.

Brief description of industries and issues dealt with:

Industries: Building products, chemicals, waste disposal, construction, transportation, trucking, childcare, maritime activities, Federal Agencies, Bureau of Prisons, Army, Navy, Department of Energy, Small Business Administration, Social Security Administration, State and Municipal, Ferry System, Department of Corrections, Port.

Issues: Arbitrability, interest arbitration, discipline (discharge and non-discharge), discrimination based on gender, union affiliation/ activities, hiring practices, job posting/bidding, management rights, premium pay, safety/health conditions, seniority, union security, working conditions/work orders, violence or threats, disciplinary transfer, retaliation.

In my career prior to becoming an arbitrator, I have had the opportunity to represent employers as well as employee organizations in matters involving a range of labor issues. I continue to provide training to employers and employee organizations on a variety of topics.

**EDUCATIONAL BACKGROUND:**

J.D., Law, Boston University, 1972.

B.S., Business Administration, Boston University, 1968.

**OTHER QUALIFYING EXPERIENCE:**

Seattle Fire Fighters Union

From: 11/91 To: 10/97.

Title or capacity: Executive Director

Service Employees International Union State Council From: 9/89 To: 11/91.  
Title or capacity: General Counsel

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Extensive training by Federal Mediation and Conciliation Service in 2000.

Certificate program in public employ labor/management relations at Harvard's Kennedy School of Government, 1999.

#### PROFESSIONAL CERTIFICATIONS AND LICENSES:

Attorney, Admitted to Bar, State of Washington, 1973.

Attorney, Admitted to Bar, State of Massachusetts, 1972.

#### MEMBERSHIP IN PROFESSIONAL ORGANIZATIONS:

Labor and Employment Relations Association, Member since: 1992.

American Bar Association, Member since: 1987.

King County Bar Association, Member since: 1992.

#### AVAILABILITY:

Grievance arbitration, Factfinding.

Expedited, and briefs-only work, as may be stipulated by the parties.

#### CURRENT FEES:

Hourly or per diem rate: \$1400 per diem per day for hearing, research, analysis, and preparation of opinion and award. Time spent on paperwork required by a party for payment (beyond a W-9) will be billed at \$250 per hour (one half-hour minimum) to the party requesting it.

Mediation, Interest Arbitration: \$250 per hour for all time spent (except for first hour of pre-hearing or pre-mediation telephone conferences), with a 4-hour minimum fee for each hearing or mediation session.

Cancellation, etc. fees: For labor arbitration cases, \$1400 is billed per scheduled day of hearing if notice is received less than a month prior to the commencement of the scheduled hearing unless the parties substitute another matter for the same period. Cancellation charges levied by hotels or airlines resulting from hearing postponement or cancellation will be billed as incurred. The cancellation fee is shared by the parties unless they have agreed otherwise.

Travel/subsistence fees: Travel time is not billed for hearings held within the Seattle and Portland metropolitan areas. Travel time for hearings held in Alaska is billed from Anchorage, prorated, at half the per diem rate.

Expenses: Billed at actual cost for transportation, food, lodging, and incidental expenses. Automobile mileage is charged at the applicable IRS rate.

Other fees charged: The Opinion and Award will be submitted electronically as the Parties' representatives designate. No charge will be made for duplication and mailing of the Opinion and Award if the parties request a copy to be mailed via U.S. Mail.